

**APPENDIX 2 TO SCHEDULE 8.1
TO THE
COMPREHENSIVE INFRASTRUCTURE AGREEMENT
Summary of Employee Benefits**

Summary of Employee Benefits Table

Below is an exemplary list of Employee Benefits that are currently provided by Northrop Grumman to its employees. These benefits are a sample of the type of benefits that are currently offered and are subject to change from time to time.

Northrop Grumman Benefits Summary
Merit-based Salary Increases (annually)
12 Paid Holidays
<p>Health On-Line</p> <p>Health On-Line (powered by WebMD) is a completely confidential, personalized resource that will provide practical health information and tools. Once an employee registers and provides some basic information, that information will be used to build a personal, confidential home health page. This personalized Web page provides access to health guides, articles, health tips, alerts and more.</p>
<p>Educational Assistance</p> <p>Tuition reimbursement may be available for job-related courses and progress toward a degree in a relevant field.</p>
<p>Employee Assistance Program</p> <p>The Employee Assistance Program services are free of charge to employees and their eligible family members.</p> <p>EAP can help with a variety of issues:</p> <ul style="list-style-type: none"> Marital and family problems Depression and anxiety Child or adult care issues Alcohol and/or drug abuse Balancing work and family Work - related concerns Career transition issues Personal growth and development <p>The EAP helps employees resolve personal problems before they negatively affect their health, relationships with others, or job performance.</p>
<p>Flexible Spending Accounts (FSAs)</p> <p>Employees can make before-tax contributions to two FSAs — the Health Care FSA and the Dependent Day Care FSA. FSAs allow employees to use this before tax money to pay for certain health care and dependent day care expenses.</p>

<p>Group Life Insurance (includes AD&D Insurance)</p> <p>Basic life and AD&D insurance are automatically provided at no cost to the employee. The amount of coverage for each benefit is \$50,000 or one times the annual base salary — whichever is greater.</p>
<p>Health Benefits (medical, dental, vision)</p> <p>Eligibility Eligible Employees can also enroll eligible dependents in the Plan, including:</p> <ul style="list-style-type: none"> ● Employee's spouse ● Employee's domestic partner and his or her eligible dependent children ● Employee's children who are: <ul style="list-style-type: none"> — Under age 19 — Under age 25 and are full-time students in an accredited school — Disabled, if the disability occurred before age 19 (or before age 25 if a full-time student). <p>Medical Coverage Employees can choose from the following medical plan options:</p> <ul style="list-style-type: none"> ● Two Blue Cross Blue Shield (BCBS) Preferred Provider Organization (PPO) options ● Aetna Exclusive Provider Organization (EPO) option in many locations nationwide ● Regional EPO/Health Maintenance Organization(HMO) options, if available in your geographic location ● Lumenos Consumer-Driven Health Program ● TRICARE Supplement for active and retired military and their dependents ● Aetna Global Benefits Plan for those living outside the U.S. <p>Prescription drug coverage is provided under all of the medical plan options.</p> <p>Dental Coverage Employees can choose from the following dental plan options:</p> <ul style="list-style-type: none"> ● Three Delta Dental PPO plan options ● CIGNA Dental HMO, if available in the geographic location. <p>Orthodontia is covered under some plan options.</p> <p>Vision Coverage Vision benefits — which are provided by Vision Service Plan (VSP) — include annual eye exams, coverage for glasses or contact lenses, discounts on LASIK surgery, and much more. The plan provides both in-network and out-of-network coverage.</p>
<p>Pooled Time Off (vacation, sick, personal time)</p> <p>Northrop Grumman employees begin accruing time off on their first day of employment. The PTO accrual is based on years of service and the PTO schedule.</p>
<p>Jury/Witness Duty (paid)</p>
<p>Military Leave (paid)</p>
<p>Bereavement Leave (paid)</p>
<p>Vacation Donation</p>

<p>Family and Medical Leave (FMLA)</p> <p>FMLA is the federal law that guarantees eligible employees up to a total of twelve (12) weeks of unpaid, job-protected leave per year for birth or adoption of a child, placement of a foster care child, care of a family member with a serious medical condition or employee's own serious health condition. Employees can use their available Pooled Time Off to make the period of FMLA paid.</p>
<p>Educational Leave (unpaid)</p>
<p>Optional Life Insurance (includes optional AD&D Insurance)</p> <p>Employees can purchase additional life insurance of one to eight times their annual base salary, and additional AD&D insurance of one to ten times the annual base salary. Both optional coverage amounts cannot exceed \$1 million. Employees may also purchase optional life and AD&D insurance for their spouse and/or child(ren).</p>
<p>Northrop Grumman Pension Program (company paid)</p> <p>The Northrop Grumman Pension Program offers a highly stable component to the retirement investment portfolio with guaranteed, risk-free investment returns – regardless of the Program's actual investment performance. Northrop Grumman pays the full cost of the Program – employees do not make any contributions.</p> <p>Here's how it works:</p> <ul style="list-style-type: none">• Employee earns a benefit each month based on pay, age, years of service, and date of hire• Employee benefit also grows each month by earning interest• Employee owns the benefit after five years of vesting service. (Commonwealth years of service shall count towards this vesting period)
<p>Northrop Grumman Savings Plan (401k)</p> <p>The Plan offers employees an outstanding combination of savings advantages. If an employee chooses to enroll, it's easy to save through automatic payroll deductions, and contributions are deducted before taxes are withheld. And, as needs change, the Savings Plan makes it easy to change the contribution amount and investment options.</p> <p>Here are just some of the great features:</p> <ul style="list-style-type: none">• Immediate participation – Eligible employees can participate immediately.• Flexible contributions – Employees may contribute up to 30% of eligible compensation (based on IRS regulations) on a pre-tax and/or after-tax basis.• Company match – Northrop Grumman provides a company match to eligible employees based on a percentage of eligible compensation and participant contributions.• Investment options - Employees can choose from 11 core investment funds and/or other mutual funds as well as a self-directed investment account, through which they are provided access to more than 2,500 mutual funds from over 300 mutual fund families as well as a choice of individual securities.• Vesting – Employees are fully vested in both individual contributions and those

<p>Northrop Grumman makes on the employee's behalf.</p> <ul style="list-style-type: none">• Loans – Employees may request a general purchase loan or primary residence loan.• Account access – Employees can access and manage their account 24 hours a day, seven days a week through Savings On-Line website or by calling the Savings Account Line (SAL).• Account updates – Accounts are updated daily to reflect the most recent activity.
<p>Long-Term Disability (LTD)</p> <p>The Long-Term Disability plan provides income replacement if employees are unable to work for an extended period of time due to illness or disability. Employees can elect LTD coverage in the amount of 50%*, 60%, or 70% of base salary.</p> <p>* default election.</p>
<p>Employee Vendor Discount Programs</p> <p>Northrop Grumman offers a number of vendor discounts to their employees, for example:</p> <ul style="list-style-type: none">• Merchandise and Services• Travel & Entertainment• Health and Fitness
<p>Personal Time Off Purchase and Cash out programs</p>
<p>Employee Recognition Programs</p> <p>Currently programs include:</p> <ul style="list-style-type: none">• Timely Recognition Plan• Timely Awards Program• Management Achievement Plan
<p>Organizational and Workforce Development programs (includes online training courses)</p> <p>There are a number of development and career path options for employees at different stages of their work-life, from recent college graduate to experienced professional.</p> <ul style="list-style-type: none">• Performance management goals (annual performance review)• Training opportunities